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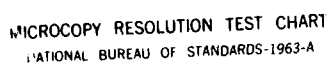
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## **WOMEN IN THE LABOR FORCE** **A SELECTED BIBLIOGRAPHY** **DECEMBER 1982**

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DEPARTMENT OF THE ARMY  
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REPLY TO  
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15 December 1982

SUBJECT: Women in the Labor Force: A Selected Bibliography

SEE DISTRIBUTION

1. Changing roles of women and men in the American Labor Force today and in the future are subjects for consideration in the US Army War College curriculum.
2. The USAWC Library has developed this bibliography to support the curriculum. It includes trends and statistics about women in the work force, about jobs women are finding or not finding, and about ways women and men are coping with changes in their life styles.
3. The list is not comprehensive but contains only material readily available in the USAWC Library collection. For additional information you may contact the compiler, Mrs. Dorothy Kriete, Reference Librarian, Services Branch, US Army War College Library.

*William T. Leggett Jr.*  
WILLIAM T. LEGGETT, JR.  
Colonel, Infantry  
Secretary/Chief of Staff

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# WOMEN IN THE LABOR FORCE

## A Selected Bibliography

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1. Soltow, Martha J., and Wery, Mary K. American Women and the Labor Movement, 1825-1974: An Annotated Bibliography. Metuchen, NJ: Scarecrow Press, 1976. 247 pp. (HD6079.2 .U5S37)
2. Stanwick, Kathy. The Political Participation of Women in the United States: A Selected Bibliography, 1950-1976. Center for the American Woman and Politics, Eagleton Institute of Politics, Rutgers University. Metuchen, NJ: Scarecrow Press, 1977. 160 pp. (Z7961 .S84)
3. US Air Force Academy. Library. Women and the American Economy. Special Bibliography Series no. 52. Colorado Springs: 1976. (UG633 .Z9A3 no. 52)
4. US Army. Library. Women: A Selective Bibliography. Supplement No. 1. Washington: 1978. 17 pp. (Bibliography File)
5. US Army. Library. Women: A Selective Bibliography. Supplement No. 2. Washington: 1979. 12 pp. (Bibliography File)
6. US Army. Library. Women: A Selective Bibliography. Supplement No. 3. Washington: 1980. 8 pp. (Bibliography File)
7. US Army. Library. Women in the Military: A Selective Bibliography. Books, Periodicals. Washington: 1980. 17 pp. (Bibliography File)
8. US Army War College. Library. Women in the Army: A Selected Bibliography, compiled by Robert Wood. Carlisle Barracks: 1982. 21 pp. (Bibliography File)
9. US Veterans Administration. Centerl Office Library. Women in the Work Force: A Selected Book List. Washington: 1974. 3 pp. (Bibliography File)
10. University Microfilms International. Women's Studies Working Women: A Dissertation Bibliography. Ann Arbor, MI: 1980. 18 pp. (Bibliography File)
11. Waite, Linda J. "United States Women at Work." Population Bulletin, Vol. 36, No. 2, 1981, pp. 1-43.

## MONOGRAPHS

1. Andrews, Michael A. Women in Combat. Fort Leavenworth, KS: US Army Command and General Staff College, 1978. 10 pp. (U415 .A4 1978 Study A54)  
  
(Because of public perceptions, strength of women, research, and the future battlefield, the combat exclusion of women policy should be eliminated.)
2. Banner, Lois W. Women in Modern America; a Brief History. New York: Harcourt Brace Janovich, 1974. 276 pp. (HQ1419 .B35)  
  
(A separate bibliography concludes each section of this illustrated account of trends in women's place and contributions to society since 1890.)
3. Bass, Bernard M. Work and Organizational Life in the Year 2000. Rochester, NY: Management Research Center, University of Rochester, 1972. (ADA 083 180) (HD4904 .B3)  
  
(In 53 pages describes roles and structure of workers and supervision.)
4. Baxandall, Rosalyn; Gordon, Linda; and Beverby, Susan. America's Working Women; a Documentary History, 1600 to Present. New York: Random House, 1976. 408 pp. (HD6093 .A45)  
  
(Selections bring the reader to the center of history, to the housekeepers, factory workers, secretaries, waitresses and prostitutes.)
5. Bebel, August. Society of the Future. Moscow: Progress Publishers, 1971. 155 pp. (HX560 .B42)  
  
(An abridged translation of the last part of Die Frau und der Socialismus. Chapter on women of the future.)
6. Bell, Duran. The Economic Impact of the Social Legislation of the 1960's on Blacks in the Labor Market. Santa Monica: Rand Corporation, 1974. 19 pp. (E185.8 .R3)  
  
(An examination is made of the economic progress of black men and women in the South and non-South, of differences between these regions, and probable reasons for the differences.)
7. Berkin, Carol R. and Lovett, Clara M. Women, War and Revolution. New York: Holmes and Meier, 1979. 310 pp. (HQ1236 .W65)  
  
(Eleven essays help redefine women's roles in the wake of social and political upheaval.)
8. Berrong, Larry B. A Case for Women in Combat. Fort Leavenworth: US Army Command and General Staff College, 1979. (Microfiche AD A043 084)  
  
(Student research paper.)

9. Bird, Caroline. Born Female; the High Cost of Keeping Women Down. Rev. ed. New York: McKay, 1974. 340 pp. (HQ1420 .B5 1974)  
  
(Women are reacting to their traditional roles and status; explains what the women's liberation movement is all about.)
10. Blaxall, Martha, and Reagan, Barbara. Women and the Workplace: the Implications of Occupational Segregation. Chicago: University of Chicago Press, 1976. 326 pp. (HD6052 .W56 1976)  
  
(Expanded version of the proceedings of a workshop conference on occupational segregation.)
11. Boneparth, Ellen. Women, Power, and Policy. Elmsford, NY: Pergamon Press, 1982. 319 pp. (HQ1426 .W64)  
  
(Describes women's attitudes toward work outside the home. One chapter examines alternative work patterns, Public Law 95-390 (1980).)
12. Boulding, Elise et al. Handbook of International Data on Women. New York: Sage, 1976. 468 pp. (HQ 1115 .H36)  
  
(Tables of economic activity, literacy, life, death and reproduction, political and civic participation of the world's women.)
13. Bryant, Barbara E. American Women Today and Tomorrow. Washington: US National Commission on the Observance of International Women's Year, 1977. 73 pp. (HQ1420 .B79)  
  
(An adult women survey shows that women in America differ greatly in what they think women should be doing.)
14. Borrow, Martha G. Developing Women Managers. New York: AMACOM, 1978. 32 pp. (HF5500.2 .B87)  
  
(Principal development needs of women in management include self confidence, education, and essential experiences and opportunities.)
15. Borrow, Martha G. Women: A Worldwide View of Their Management Development Needs. New York: AMACOM, 1976. 21 pp. (HF5500.2 .B86)  
  
(A special report to American Management Association members.)
16. Calkin, Homer L. Women in the Department of State: Their Role in American Foreign Affairs. Washington: US Department of State, 1978. 322 pp. (JX1706 .Z5C35)  
  
(A broad, historical account of the nearly 200 years during which women have been striving to achieve a greater place in the Department and in the foreign service.)



17. Capps, Thomas E. Physical Capacity of Females to Perform Heavy Craft Skills in the United States Air Force. Maxwell Air Force Base: US Air University, Air Command and Staff College, 1977. (Microfiche DDA AD-B 019 584L)
- (A significant portion of the female population is not physically able to perform certain Air Force work specialties, this report states.)
18. Catalyst, Inc. Resume Preparation Manual: A Step-by-Step Guide for Women. New York: 1976. 57 pp. (HF53853 .C38)
- (Resume preparation and self-examination exercises to make women more aware of their value in the marketplace.)
19. Cooley, Betsy M. Career Counseling for Women in the Federal Government: a Handbook. Washington: US Civil Service Commission, 1975. 68 pp. (JK721 .C66)
- (Federal Women's Program director discusses ways women's employment needs are being met.)
20. Dickson, Paul. The Future of the Workplace: the Coming Revolution in Jobs. New York: Waybright and Talley, 1975. 398 pp. (HF5549 .D5)
- (Just as management styles have changed so have job approaches. Models are here for alternative work schedules and environments.)
21. Editorial Research Reports on the Women's Movement: Achievements and Effects. Washington: Congressional Quarterly, 1977. 168 pp. (HQ1426 .E36)
- (Reports to keep journalists, scholars, and the public abreast of developing issues, events and trends.)
22. Encyclopedia of Business Information Sources. 4th ed. Detroit: Gale Research Co., 1980. 778 pp. (Ref HF5353 .E9 1980)
- (Headings in this source book include Women, Employment of Women, Women Physicians, Women Lawyers, Women Engineers.)
23. Giele, Janet Z. Women and the Future: Changing Sex Roles in Modern America. New York: Free Press, 1978. 386 pp. (HQ1426 .G44)
- (Redistribution of persons between the core and periphery (affirmative action) and redistribution of the rewards between the core and periphery (changing the whole society) are alternative strategies for changing women's generally undervalued position in society.)
24. Githens, Marianne, and Prestage, Jewel L. A Portrait of Marginality: The Political Behavior of the American Woman. New York: D. McKay, 1977. 428 pp. (HQ1391 .45P67)
- (Women have special identity problems participating in politics because of contradictory values of the role of a woman and the role of a politician.)

25. Glover, Robert W.; Rowland, Gloria G.; and Webre, Paula S. The Minority Women Employment Program - Atlanta. Austin: Center for the Study of Human Resources, University of Texas, 1975. 45 pp. (HD6058 .G451)

(A pilot project to demonstrate techniques for overcoming barriers to employment of minority to men in white collar jobs.)

26. Goldrich, Robert L. Women in the Armed Forces: Proceedings of a CRS Seminar Held on Nov. 2, 1979 and Selected Readings. Washington: Congressional Research, 1980. 117 pp. (UB147 .G65)

(Readings explore the effects of women in the Armed Forces on American women, on American society and on the effectiveness of the Armed Forces as fighting organizations.)

27. Hart, Lois B. Moving Up, Moving Up, Moving Up: Women and Leadership. New York: AMACOM, 1980. 227 pp. (HM141 .H34)

(Fifty charts help women assess strengths and needs for leadership skills.)

28. Hawkins, Beverly J. A Woman Is Not Just a Female. Santa Monica: Rand Corporation, 1973. 9 pp. (HD6058 .R3)

(Data to show that within the women's movement are sub-groups to be considered when discussing employment discrimination.)

29. Hennig, Margaret, and Jardim, Anne. The Managerial Woman. Garden City, NY: Anchor Press, 1977. 221 pp. (HF5500.2 .H44)

(Unconscious barriers, mostly resulting from "conditioning" need to be removed to lead full and successful working lives.)

30. Inter-American Commission of Women. Special Committee for Studies and Recommendations of the Inter-American Commission of Women for the World Conference of the International Women's Year (CEER CIM). Washington: Organization of American States, 1975. 296 pp. (HQ1251 .I53)

(Problems common to women of the Americas, strategy to improve their status and participation in the development of their countries.)

31. Involuntary Separation of Women for Pregnancy and Parenthood. Washington: US Department of Defense, 1977-1978. (UB339 .I6)

(Collection of memoranda from the Army, Air Force, and Marine Corps on the subject, "Nonproductive time and lost duty time for men and women".)

32. Janeway, Elizabeth. Man's World, Woman's Place: A Study in Social Mythology. New York: Morrow, 1971. 319 pp. (HQ1154 .J35)

(A probe for the meanings of the myths about women in our time and the effects of these myths on their behavior.)

33. Johnson, Beverly L. Where to Find BLS Statistics of Women. Washington: US Department of Labor, Bureau of Labor Statistics, 1978. 9 pp. (HD8051 .A7876 no. 530)  
  
(Sources are from a monthly survey of business establishments, the Monthly Report on Employment, Payroll and Hours and from the annual Current Population Surveys.)
34. Kahne, Hilda. Women in Management: Strategy for Increase. Washington: Business and Professional Women's Foundation, 1974. 11 pp. (HD6058 .K3)  
  
(Excerpt from a statement to the Advisory Committee on the Economic Role of Women, Council of Economic Advisors.)
35. Kanter, Rosabeth M. Men and Women of the Corporation. New York: Basic Books, 1977. 339 pp. (HD58.7 .K36)  
  
(An analysis of the operation of corporate organizations and the people who "man" them.)
36. Katzell, Mildred E. Women in the Work Force. New York: Behavioral Publications, Inc., 1972. 76 pp. (HD6053 .K3)  
  
(Proceedings of a conference sponsored by the Division of Personnel Psychology of the New York State Psychological Association, November 1970, New York.)
37. Kaufman, Debra, and Richardson, Barbara L. Achievement and Women: Challenging the Assumptions. New York: Free Press, 1982. 188 pp. (HQ1426 .K38)  
  
(Arguing against the tenent that women's motives to succeed are irrevocably established in childhood, the authors demonstrate how women's drives to succeed change throughout life.)
38. Kelly, Rita M., and Boutilier, Mary. The Making of Political Women: A Study of Socialization. Chicago: Nelson-Hall, 1978. 368 pp.  
  
(By examining the political wife and contrasting her with the woman who has her own political career it can be understood why women are becoming increasingly active in politics.)
39. Kessler-Harris, Alice. Out to Work; a History of Wage-Earning Women in the United States. New York: Oxford University Press, 1982. 400 pp. (HD6095 .K449)  
  
(The author examines the effects of class, ethnic and racial patterns, changing perceptions of wage work for women and the relationship between wage earning and family roles.)
40. Kirkpatrick, Jeanne L. The New Presidential Elite: Men and Women in National Politics. New York: Russell Sage Foundation, 1976. 605 pp. (JK1764 .K57)  
  
(An in-depth study of the new politicians, including personal characteristics of women in the presidential elite.)

41. Kreps, Juanita M., and Clark, Robert. Sex, Age and Work: The Changing Composition of the Labor Force. Baltimore: Johns Hopkins University Press, 1975. 95 pp. (HD8072 .K777)

(Profound changes in the volume of women in the work place, of unemployment, and of marriage are of long-range significance which won't be reversed by an upturn in economic activity.)

42. Leepson, Marc. Women and the Military. Washington: Congressional Quarterly, 1981. Pp 491-508. (H35.E3 1981 V. 2 no. 1)

(All but a handful of the hundreds of military job specialities are now open to women. A "pause" in recruiting women affords the administration a chance to assess the impact of women on the nation's combat readiness.)

43. Levine, James A., et al. Child Care and Equal Opportunity for Women. Washington: US Commission on Civil Rights, 1981. 51 pp. (HV854 .C45)

(A report of an analysis of the way in which women are often kept in poverty and dependence by lack of adequate child care services.)

44. Life. Remarkable American Women, 1776-1976: Special Report. New York: Time, 1976. 116 pp. (HQ1412 .L5)

(Pages of pictures; all the famous women you can think of.)

45. Lloyd, Cynthia B. Sex, Discrimination and the Division of Labor. New York: Columbia University Press, 1975. 431 pp. (HD 6093 .L56)

(Discrimination in the market can be either employer or customer originated; it may arise out of pure prejudice or a mistaken impression of women's abilities and reliability.)

46. Masnick, George, and Bane, Mary M. The Nation's Families: 1960-1990. Cambridge, MA: Joint Center for Urban Studies of MIT and Harvard University, 1980. 197 pp. (HQ536 .M326 1980)

(Although more wives are working, their contribution to family income is small and has not changed. A revolution in the impact of women's work is on the horizon. Recent trends toward yearround, full time and continuous work, especially among young women, make this revolution likely.)

47. Nickles, Elizabeth, and Ashcraft, Laura. The Coming Matriarchy: How Women Will Gain the Balance of Power. New York: Seaview Books, 1981. 241 pp. (HQ1426 .N53)

(We have witnessed the impact of working women on our society. Based on a survey of 2400 women, this book shows we've only seen the tip of the iceberg.)

48. Rand Corporation. Why Participation Rates Differ: A Study of Black and White Wives. Santa Monica: 1973. 32 pp. (HD6055 .R3)
- (One conclusion of this study postulates that black wives who work full-time are better educated and have better paid husbands than those black wives who do not work; the reverse is true for white wives.)
49. Reische, Diana L. Women and Society. New York: Wilson, 1972. 234 pp. (HQ1426 .R45)
- (A large portion of the book is devoted to the study of women in the market place.)
50. Sawhill, Isabel V. "Perspectives on Women and Work in America" in O'Toole, James, Work and the Quality of Life: Resource Papers for "Work in America", Cambridge, MA: MIT Press, 1974. Pp. 88-105.
- (Women prefer semiskilled work at home to unskilled work in the market but they prefer skilled work in the market to either of these alternatives.)
51. Screiber, Carol T. Changing Places: Men and Women in Transitional Occupations. Cambridge, MA: MIT Press, 1979. 244 pp. (HD4903.5 .U58See)
- (We were worried, "Can we swear?? Why should she want a job where she'd be the only woman?? Could we be ourselves??")
52. Seminar on Manpower Policy and Program, Washington, April 1967. Womanpower Policies for the 1970's, by Wilbur J. Cohen. Washington: US Department of Labor, Office of Manpower, Policy, Evaluation and Research, 1976, 40 pp. (HD5701 .S4 April 1967)
- (Implications of the increasing importance of women as a major segment of the labor force.)
53. Shaeffer, Ruth G., and Axel, Helen. Improving Job Opportunities for Women. New York: Conference Board, 1978. 87 pp. (HD6093 .S45)
- (A chart book focusing on the progress in business.)
54. Shilling, Gerhard F., and Hunt, Kathleen M. Women in Science and Technology: US/USSR Comparisons. Santa Monica: Rand Corporation, 1974, 67 pp. (HQ1397 .R3)
- (Participation of women in all sectors of the national economy is considered greater in the Soviet Union than in the US, but the upper-echelon positions in both countries are still filled disproportionately with men. In the next decade the paths each country takes toward its view of women in the labor force will converge.)

55. Smith, Ralph E. The Subtle Revolution: Women at Work. Washington: Urban Institute, 1979. 279 pp. (HD6093 .S8)
- (Consolidates what is known and projected about women in the work force and analyzes malfunctions of our social and economic systems.)
56. Smith, Ralph E. Women in the Labor Force in 1990. Washington: Urban Institute, 1979. 162 pp. (HD6093 .S5)
- (Projections of growth and of public policy.)
57. The Spirit of Houston: The First National Women's Conference: An Official Report to the President, the Congress and the People of the United States. Washington: US Government Printing Office, 1978. 308 pp. (HQ1403 .S75)
- (A day by day account of the National Commission on the Observance of International Women's Year.)
58. Stead, Bette A. Women in Management. Englewood Cliffs, NJ: Prentice-Hall, 1978. 362 pp. (HF5500.3 .U5W6)
- (Articles were selected to assist personnel manager, training directors, and affirmative action officers in their role of implementing EEO for women.)
59. Stencel, Sandra. Equal Pay Fight. Washington: Congressional Quarterly, 1981. (H35 .E3 1981 V.1 no. 11)
- (Green and white buttons, marked "59 cents," have been in evidence at women's rights meetings to mark the fact that a woman worker, on average, makes 59 cents for every dollar earned by a man.)
60. US Bureau of Labor Statistics. Distribution of Occupational Employment in States and Areas by Race and Sex. Washington: 1979. 39 pp. (HD5723 .U54)
- (Based on 1978 annual averages from Current Population Surveys.)
61. US Bureau of Labor Statistics. Employment in Perspective: Working Women. Washington: 1981. 3 pp. (Vertical File)
- (1981 annual survey highlights current data on women in the labor force.)
62. US Bureau of Labor Statistics. Handbook of Labor Statistics. Washington: US Government Printing Office, 1981. (HD8065 .A3)
- ("Employed Married Women, Husband Present, by Major Occupation," is typical of the specificity of the statistics.)
63. US Bureau of Labor Statistics. The National Industry-Occupation Employment Matrix, 1970, 1978, and Projected 1990. Washington: April 1981. (HD5724 .N34 2 v.)

(This bulletin presents projections of national occupational requirements using data collected from the Bureau's Occupational Employment Statistics Survey.)

64. US Bureau of Labor Statistics. News. Washington: 1982. 8 pp. (Vertical File)

(1981 weekly earnings of men and women compared in 100 occupations.)

65. US Bureau of Labor Statistics. U.S. Working Women: A Datebook. Washington: 1977. 66 pp. (HD6093 .U53 1977.)

(The phenomenal growth of the number of women in the work force is illustrated in tables and in the text.)

66. US Bureau of Labor Statistics. U.S. Working Women: A Chartbook. Washington: 1975. 56 pp. (HD6093 .U5)

(The status of women in the labor force is charted.)

67. US Citizens' Advisory Council on the Status of Women. Women in 1975. Washington: 1976. 142 pp. (HD6093 .U43 1975)

(Annual report transmitted to the President, March 1976.)

68. US Commission on Civil Rights. Social Indicators of Equality for Minorities and Women. Washington: 1978. 136 pp. (HN60 .U5)

(Demographic studies of women and minorities pertaining to housing, occupations, education and recommendations of the Commission for more equitable treatment.)

69. US Commission on Civil Rights. Window Dressing on the Set: An Update. Washington: 1979. 97 pp. (PN1992.8 .W6U51)

(Minorities and women are still excluded from most decisionmaking and important professional positions at local stations.)

70. US Department of Health, Education and Welfare. Work in America: Report of a Special Task Force to the Secretary of Health, Education and Welfare. Cambridge, MA: MIT Press, 1973. 262 pp. (HD4904 .U55)

(This work's aim is to lay a groundwork for changes in job policy in private and public sectors. A serious concern is to eliminate factors that denigrate women who work by choice in the money economy without building new pressures on women who work at home.)

71. US Department of State. United States Women: Issues and Progress in the UN Decade for Women, 1976-85. Washington: 1980. 46 pp. (HQ1106 1980 .U5)

(An assessment of the recommendations of regional conferences exploring problems of American women in the areas of health, employment and education.)

72. US Department of the Census. Census Bureau Conference and Issues in Federal Statistical Needs Relating to Women. Washington: 1979. 152 pp. (HA37 .U55)
- (Fewer than 16% of all families fit the typical breadwinner husband, nonworking wife stereotype. Over half the wives in husband-wife families are in the labor force, and over one third of all families are headed by a single adult.)
73. US Employment and Training Administration. Women and Work. Washington: US Government Printing Office, 1977. 71 pp. (HD6093 .U55)
- (Patricia Cayo Sexton reviews what has been learned about woman and work.)
74. US Equal Employment Opportunity Commission. Job Patterns for Minorities and Women in Private Industry: Equal Employment Opportunity Report. Washington: US Government Printing Office, 1970. 2 vols. (HD4903.5 .U58A34 1969)
- (Selected portions of the information supplied through the EEO-1 reporting system.)
75. US National Commission for UNESCO. Report on Women in America. Washington: US Department of State, 1977. 54 pp. (HQ1426 .U45 1977)
- (UNESCO grants enabled 14 women to travel in seven host countries for one month to inventory innovative methods of improving women's position in society.)
76. US Office of Business Economics. Business Statistics: Statistical Supplement to the Survey of Current Business. Washington: US Government Printing Office, 1980. 291 pp. (Ref HC101 .A13122)
- Overall labor force, employment, and earnings figures are included to complement the Survey.)
77. US Women's Bureau. The Earnings Gap Between Women and Men. Washington: US Government Printing Office, 1979. 22 pp. (HD6058 .U6)
- (In explaining the differences in earnings between men and women and occupations tables show educational attainment, work experience and overtime work.)
78. Vitola, Bart M. et al. Characteristics of Women in the Air Force through 1973. Brooks Air Force Base, TX: Air Force Human Resources Lab., 1974. 15 pp. (Microfiche DDC AD-A 000 049)
- (Presents data on the 1970 through 1972 WAF accessions and provides year-by-year comparisons of aptitudes, age, education, race and region of enlistment. Calendar year 1973 WAF accessions were compared with this base.)



79. Warner, Deborah J. Perfect in her Place. Washington: Smithsonian Institution Press, 1981. 24 pp. (Vertical File)
- (A picture of ways and reasons why women have always worked.)
80. Wertheimer, Barbara M. We Were There: The Story of Working Women in America. New York: Pantheon Books, 1977. 426 pp. (HD6093 .W47)
- (Profiles of individual women tell the story of women's quest for greater recognition, dignity, and reward, both in the workplace and in society.)
81. Women and Men: Tradition and Trends, ed. by Suzanne Fremont. New York: Wilson, 1977. 236 pp. (BF692 .W65)
- (Sex-role conditioning begins early and is reinforced throughout life. Selections examine the way change is affecting these perceptions, including change in work life.)
82. Women and the American Economy: A Look to the 1980s. Englewood Cliffs, NJ: Prentice Hall, 1976. 177 pp. (HQ1381 .W64)
- (Background papers for the American Assembly which met in the fall of 1975 at Arden House, Harriman, New York.)
83. Women and World Development, ed. by Irene Tinker and Michele B. Bramson. Washington: Overseas Development Council, 1976. 228 pp. (HQ1106 1975 .W6)
- (Increasing evidence of the present, or increasing, disparities between men's and women's access to education, employment and professional and political participation.)
84. Women in Blue-Collar Jobs. New York: Ford Foundation, 1976. 28 pp. (HD6095 .W69)
- (Summary of the Conference on Women in Blue-Collar Industrial and Service Jobs held at the Ford Foundation in December 1974.)

## PERIODICAL ARTICLES

### DEMOGRAPHIC TRENDS AND STATISTICS

1. Berry, L. L. "Forces for Change and the New Consumer - The American Business Environment." Vital Speeches of the Day, Vol. 44, 1 June 1978, pp. 489-494.  
  
(Women in the work force are part of the new demographics effecting marketing strategies.)
2. Bowers, N. "Have Employment Patterns in Recession Changed?" Monthly Labor Review, Vol. 104, February 1981, pp. 15-28.  
  
(The recessions have less effect on adult female employment, primarily because of industrial and occupational distribution. However, within industries and occupations, women tend to lost their jobs disproportionately.)
3. Bowers, N. "Young and Marginal: An Overview of Youth Employment." Monthly Labor Review, Vol. 102, October 1979, pp. 4-18.  
  
(White females have entered the labor force in rapidly increasing numbers, and this influx of women may have reduced the demand for young labor.)
4. Bowring, J. "How Bad Were the Seventies?" Challenge, Vol. 24, July-August 1981, pp. 47-50.  
  
(The entry of married women in the labor force meant that family earnings, and therefore per capita earnings, increased even though earnings per worker did not. Thurow assumes that inflation affected all income groups the same.)
5. "A Breakthrough Case on Women's Pay Bias." Business Week, No. 2653, 8 September 1980, p. 42.  
  
(The United States Court of Appeals in Philadelphia has ruled that intentionally setting salaries lower for female than for male employees is unlawful if both jobs involve comparable work.)
6. "Breakthrough in the Wage War." Time, Vol. 117, 22 June 1981, p. 70.  
  
(The Supreme Court ruled 5 to 4 that a woman could file suit for equivalent pay if her job was merely similar to one held by a man.)
7. Brown, S. "Educational Attainment of Workers - Some Trends from 1975 to 1978." Monthly Labor Review, Vol. 102, February 1979, pp. 54-59.  
  
(The labor force itself expanded by 11 million during this same period. Participation tends to rise as the level of education increases. More men than women in the labor force has completed 4 years of college. Conversely, a larger proportion of women completed their formal schooling with a high school degree.)

8. Carson, J., and Slater, C. "Few Indicators of Labor Shortage Despite Rapid Gains in Employment." Business America, Vol. 2, 9 April 1979, pp. 22-24.

(The age of the labor force will rise during the 1980's and will result in a decrease of frequent job changes. The Supply of younger workers will diminish.)

9. "The Changing Family: Changing Back Again?" Technology Review, October 1980, pp. 86-87.

(Predictions for 1990: 25%+ of US households will be 'conventional' families of mother, father and children; 60 million households will have no children under the age of 15 living with them; single-parent and other types of nontraditional households will proliferate as more women enter the labor force; only 14% of all households will include 1 worker; and women will contribute up to 40% of family income, vs 25% at end-1970s.)

10. Chiswick, B. R. "Immigrant Earnings Patterns by Sex, Race, and Ethnic Group." Monthly Labor Review, Vol. 103, October 1980, pp. 22-25.

(Factors affecting the earning levels of immigrants to the United States are examined based on data from the 1970 census. The impact of sex, race and ethnic background on immigrant earnings is analyzed.)

11. Davis, H. "Employment Gains of Women by Industry, 1968-78." Monthly Labor Review, Vol. 103, June 1980, pp. 3-9.

(Between 1968 and 1978, women filled over half of the 18.5 million non-agricultural jobs created. The majority of the jobs were in the service sector, a traditional employer of women, but female workers also achieved significant increases in several nontraditional industries-coal mining, construction, local and interurban transportation, and engineering and architectural services.)

12. Deppler, M., and Regling, K. "Labor Market Developments in the Major Industrial Countries." Finance and Development, Vol. 16, March 1979, pp. 22-27.

(In countries with above average growth rates, labor market conditions have improved while the reverse is true in countries with below average growth. Labor forces have grown much faster than in the past due to higher participation rates resulting from more women in the labor force.)

13. Deutermann, W. V., Jr. "Another Look at Working-Age Men Who are not in the Labor Force." Monthly Labor Review, Vol. 100, June 1977, pp. 9-14.

(As the rate dropped from 96.6 to 94.2 percent between 1967 and 1976, the greatest drop occurred among those 45 to 54 years. Labor force activity of women has contributed to the declining rates of men.)

14. Employment and Earnings, Vol. 29, February 1982, entire issue.
- (Population counts from the 1980 Decennial Census reveal characteristics of women's role in the labor force.)
15. Flaim, P. O., and Fullerton, H. N., Jr. "Labor Force Projections to 1990: Three Possible Paths." Monthly Labor Review, Vol. 101, December 1978, pp. 25-35.
- (The Bureau of Labor Statistics has developed 3 projections of future growth for the US labor force based on the common assumptions of: 1. further rises in work force participation rates of teenagers of both sexes, 2. considerable increase in work force activity among women in the central age groups, and 3. continuing decline in participation rates of older workers of both sexes.)
16. Freedman, D. "Employment Perspectives in Industrialized Market Economy Countries." International Labour Review, Vol. 117, January-February 1978, pp. 1-20.
- (Industrialized countries will face increasing unemployment at least until the mid-1980s as slow growth and sluggish demand aggravate unemployment. Increasing re-entry into the labor force, etc. Young people, migrant workers, and women will suffer most from these changes.)
17. Fullerton, H. N., Jr. "The 1995 Labor Force: A First Look." Monthly Labor Review, Vol. 103, December 1980, pp. 11-21.
- (The Bureau of Labor Statistics has made 3 projections for labor force growth: 1. high growth, 2. middle growth, and 3. low growth. All 3 projections indicate that women will account for 2/3 of the growth, most of which will take place in the prime working-age group.)
18. Fullerton, H. N., Jr., and Flaim, P. O. "New Labor Force Projections to 1990." Monthly Labor Review, Vol. 99, December 1976, pp. 3-13.
- (The labor force will grow 1.1 percent in the 1980's. Women workers will grow by 11.6 million by 1990, or at a slower rate than in the early 1970's because of a decline in the number of women of working age.)
19. Gatty, B. "Labor's 1981 Game Plan: Defense!" Nation's Business, Vol. 69, January 1981, pp. 24-26, 28.
- (Reagan's victory adds to current labor problems, which include Detroit's troubles, a change in the labor force with more women in blue-collar jobs, and lagging US productivity.)
20. Gordon, T. J. "Lifestyle of the Future - Conspicuous Conservation." Vital Speeches of the Day, Vol. 43, 1 July 1977, pp. 557-563.

(Four key forces for change will shape the evolution of lifestyles - 1. The drive for conservation. 2. Continuing inflation, the drive for security will intensify, and entry of women into the labor force will continue. 3. New technology. 4. Widespread acceptance of new values - single households, childless couples.)

21. "The Great Male Cop-Out From the Work Ethic." Business Week, No. 2509, 14 November 1977, pp. 156-166.

(The number of males who have dropped out of the work force has increased over recent years, just as the number of working women has increased. Younger males, discouraged by the high unemployment rates, are keeping house while being supported by someone else.)

22. Grossman, A. S. "Almost Half of all Children Have Mothers in the Labor Force." Monthly Labor Review, Vol. 100, June 1977, pp. 41-44.

(In March 1976, almost 46% of children 18 or younger had working mothers. The need for additional income attributes to the increase in working mothers. Data on the use of child care facilities is sparse.)

23. Grossman, A. S. "Divorced and Separated Women in the Labor Force - An Update." Monthly Labor Review. Vol. 101, October 1978, pp. 43-45.

(Divorced women have a higher participation rate in the labor force than that for women of any other material status. They are likely to be year-round full-time workers in better paying occupations, and they have more money than separated women who are generally younger, less educated.)

24. Grossman, A. S. "The Labor Force Patterns of Divorced and Separated Women." Monthly Labor Review, Vol. 100, January 1977, pp. 48-53.

(A special labor force report showed that of all women in the work force in March 1975, about one out of eight was either divorced or separated.)

25. Grossman, A. S. "Labor Force Patterns of Single Women." Monthly Labor Review, Vol. 102, August 1979, pp. 46-49.

(The number of women in the workforce rose dramatically over the past decade due particularly to the increase in the proportion of young adults delaying marriage or remaining single. While most single women are clerical or service workers, younger singles are most concentrated in service occupations than their older counterparts.)

26. Grossman, A. S. "Women in Domestic Work: Yesterday and Today." Monthly Labor Review, Vol. 103, August 1980, pp. 17-21.

(Today, only 3% of all female workers (roughly 1 million) are domestics due to low supply demand for them. The domestic field in the future may be dominated by commercial cleaning businesses.)

27. Grossman, A. S. "Labor Force Patterns of Single Women." Monthly Labor Review, Vol. 102, August 1979, pp. 46-49.

(Generally black children are more likely than white children to have a mother in the workforce. Regardless of race or family type, children with mothers in the labor force were in families with considerably' higher incomes, on the average, than were children with nonworking mothers. Most children of working mothers continue to be cared for by friends, relatives, or neighbors in informal arrangements.)

28. Guzzardi, W., Jr. "Demography's Good News for the Eighties." Fortune, Vol. 100, 5 November 1979, pp. 92-106.

(The most prevalent consequence of the growth and maturation of America will be associated changes that will occur in the engine of growth, the labor force. The distensions in the labor force and economy were brought on by the numbers of young people coming of working age and the enormous increase of women in the job market.)

29. Hayghe, H. "Working Wives, Contribution to Family Income in 1977." Monthly Labor Review, Vol. 102, October 1979, pp. 62-64.

(Over half of all wives worked during 1977. Statistics on the employment of wives, their occupation and earnings, and their contribution to family income are presented. Working wives remain concentrated in low-paying jobs, but their income accounts for one quarter of family income.)

30. Heaton, C., and Martin, P. "Labor Force Participation Differs Significantly for the Rural Woman." Monthly Labor Review, Vol. 102, January 1979, pp. 71-73.

(The potential exists for further expansion of the female labor force in both nonmetropolitan and rural areas due to: 1. the growing importance of women in the labor force, 2. the rising labor force participation of nonmetropolitan and rural women, and 3. the renewed population growth in nonmetropolitan and rural areas.)

31. Johnson, B. L. "Changes in Marital and Family Characteristics of Workers, 1970-78." Monthly Labor Review, Vol. 102, April 1979, pp. 49-52.

(In the last 10 years, over half of all women with children under 18 were in the labor force in 1978 and the number of multi-earner families has increased substantially. Black wives are more likely to work than white wives, while the proportion for Hispanic wives is roughly the same as for whites. Divorced women were more likely than women of any other marital status to be in the job market.)

32. Johnson, B. L. "Women Who Head Families, 1970-77: Their Numbers Rose, Income Lagged." Monthly Labor Review, Vol. 101, February 1978, pp. 32-37.

(More than half of the children living in poverty-level households were from this family group.)

33. King, A. G. "Industrial Structure, the Flexibility of Working Hours, and Women's Labor Force Participation." Review of Economics and Statistics, Vol. 60, August 1978, pp. 399-407.

(Variability in the distribution of hours of work constrains a woman's ability to coordinate her activities and thereby affects her labor force participation.)

34. Kovach, K. A. "Women in the Labor Force: A Socio-Economic Analysis." Public Personnel Management, Vol. 9, No. 4, 1980, pp. 318-326.

(The earnings gap between male and female workers is widening. The ratio of male to female corporate chief executives stands at 600 to 1. Demographic data indicate that the number of female heads of household is increasing and that mature women are in the workforce far more frequently than they had anticipated.)

35. Kutscher, R. E. "New Economic Projections through 1990--an Overview." Monthly Labor Review, Vol. 104, August 1981, pp. 9-17.

(The US Bureau of Labor Statistics (BLS) developed 3 labor force growth scenarios for the 1990's: a high-growth projection assuming rapid growth in the labor force participation of women; a middle-growth scenario with the workforce expansion attributable primarily to women; and a low-growth path with only moderate increases in the participation of women.)

36. Leon, Carol B. "The Employment-Population Ratio: Its Value in Labor Force Analysis." Monthly Labor Review, Vol. 104, February 1981, pp. 36-45.

(Although used less frequently than other measures of economic performance, the employment-population ratio permits an evaluation of the magnitude of job growth.)

37. Leon, Carol B. "Young Adults: A Transitional Group with Changing Labor Force Patterns." Monthly Labor Review, Vol. 101, May 1978, pp. 3-9.

(The contrasts between the occupations of young men and young women are notable. A large majority of young adults work at some time during the year and thus have some earnings. Students do not necessarily major in disciplines which relate directly to the jobs they ultimately obtain.)

38. Levitan, S. A., and Belous, R. S. "Workers Should be Counted as (a) Employed or (b) Forced into Idleness. Right? Wrong." Across the Board, Vol. 14, December 1977, pp. 23-28.

(A new index telling what persons earn an inadequate living and who among the labor market suffers severe economic hardship should be developed as a good policy base. Also, state and local unemployment figures need to be more accurate.)

39. Linden, F. "From Here to 1985." Across the Board, Vol. 14, June 1977, pp. 21-25.

(Changes in the consumer sector will greatly affect economic growth. Women will be having far fewer children. The low birthrate in the 1980's will slow the growth of the labor force. A rise in real family incomes will make more money available for discretionary spending.)

40. Linden, F. "Up the Ladder." Across the Board, Vol. 16, October 1979, pp. 70-74.

(The impact of working women on family income and prosperity is presented. Women are responsible for the increase in real per capita disposable income over the past two decades. The trend appears to be that the prosperous segments of the population will age and that this group will also be better educated and include more women.)

41. Linden, F. "Women, Worker." Across the Board, Vol. 14, March 1977, pp. 25-27.

(Examines the working woman by age. Number and ages of children, education and family income.)

42. Linden, F. "Women's Work." Across the Board, Vol. 18, July-August 1981, pp. 68-70.

(In 1981, more than 45 million adult American women will have earned paychecks. Of these working women, 55% are married and living with their spouses, 25% are single, and 20% are separated, divorced, or widowed. On the average, a working wife contributes 26% of the family's overall earnings.)

43. Long, J. E., and Jones, E. B. "Labor Force Entry and Exit by Married Women: A Longitudinal Analysis." Review of Economics and Statistics, Vol. 62, February 1980, pp. 1-6.

(A married woman's labor participation decision is influenced by two factors: her potential wage in the market and her husband's income.)

44. Maret-Havens, E. "Developing an Index to Measure Female Labor Force Attachment." Monthly Labor Review, Vol. 100, May 1977, pp. 35-37.

(Women in the top two categories represent less than half of the women employed. Hence, labor force status judgments would not be sufficient as it will not measure the extent of female labor force investment.)

45. Maret-Havens, E., and Chenoweth, L. "Women's Labor Force Participation - A Look at Some Residential Patterns." Monthly Labor Review, Vol. 101, March 1978, pp. 38-41.

(Factors to consider are schooling, marital status, husband's income, children, attitudes, earnings, and industry mix.)

46. Michelotti, K. "Multiple Jobholding Rate Remained Unchanged in 1976." Monthly Labor Review, Vol. 100, June 1977, pp. 44-48.



(Multiple jobholders comprised 4.5% of the labor force in May 1976 with twice as many men moonlighting as women.)

47. Mills, D. Quinn. "Human Resources in the 1980s." Harvard Business Review, Vol. 57, July-August 1979, pp. 154-162.

(The business environment of the 1980s will have a larger labor force, with more women, fewer workers over age 55, and more immigrants. In the 1980s, the major issue for female employees will be compensation.)

48. Mitchell, O. S. "Labor Force Activity of Married Women as a Response to Changing Jobless Rates." Monthly Labor Review, Vol. 103, June 1980, pp. 32-33.

(If women enter the labor force in response to high local unemployment and withdraw in more prosperous times, policies to stimulate economic growth will reduce the overall unemployment rate rapidly.)

49. Morrison, P. "Beyond the Baby Boom - The Depopulation of America." Futurist, Vol. 13, April 1979, pp. 131-133, 135-139.

(US population growth has slowed markedly since the 1960's and a transition to zero population growth is seemingly under way. There is a tendency toward smaller families and a sharp increase in the percentage of wives who earn income. There is an increasing representation of women in the higher paying professions.)

50. Moy, J. "Recent Labor Market Trends in Nine Industrial Nations." Monthly Labor Review, Vol. 102, May 1979, pp. 8-16.

(Labor force participation rates for women rose for all countries except Germany and declined generally for men except in the US and Canada.)

51. Newman, M. J. "The Labor Market Experience of Black Youth, 1954-78." Monthly Labor Review, Vol. 102, October 1979, pp. 19-27.

(The unemployment rate among black young people has been more than 30% for the past 9 years and the rate has not recovered at all since the 1973-1975 recession.)

52. Newman, M. J. "A Profile of Hispanics in the U.S. Work Force." Monthly Labor Review, Vol. 101, December 1978, pp. 3-14.

(Generally, Hispanics account for a disproportionate share of the unemployed, and those who are employed are more concentrated in lower paid, lesser skilled occupations than the overall labor force. There tends to be a heavy concentration of Hispanic women in operatives jobs such as dressmakers, assemblers, and machine operators.)

53. Niemi, B. T., and Lloyd, C. B. "Female Labor Supply in the Context of Inflation." American Economic Review, Vol. 71, May 1981, pp. 70-75.

(Inflation is having an independent, positive effect on female labor force participation, aside from stagnation in the real wage. Family labor supply behavior is influenced not only by current wages and prices, but also by significant inflationary expectations for the future.)

54. O'Neill, J. A. "A Time-Series Analysis of Women's Labor Force Participation." American Economic Review, Vol. 71, May 1981, pp. 76-80.

(Growth in female labor force rates during the most recent decade prevailed despite a slowdown in real earnings, a fact that can be explained by an even greater slowdown in husbands' incomes plus an increasing divorce rate.)

55. Personick, V. A. "The Outlook for Industry Output and Employment through 1990." Monthly Labor Review, Vol. 104, August 1981, pp. 28-41.

(Employment trends in the 1980's will include growth in the services sector. Women will represent a greater proportion of the labor force.)

56. "Population Trends That Add Muscle." Business Week, No. 2643, 30 June 1980, pp. 110-112.

(The work force should be more skilled and educated in the future. Women in the United States work force hold a variety of jobs, and are moving up more steadily than in the competitive work forces of Japan and Great Britain.)

57. Quinlan, D. C., and Shackelford, J. A. "Labor Force Participation Rates of Women and the Rise of the Two-Earner Family." American Economic Review, Vol. 70, May 1980, pp. 209-212.

(Attempts to explain why married women, commonly designated as the least-expected subgroup of women to enter the labor force, are exhibiting the greatest increase in participation rates.)

58. Reilly, A. M. "What Is Full Employment?" Dun's Review, Vol. 113, February 1979, pp. 86-88.

(Due to the changing composition of the labor force, most conservative economists believe that a 6%-to-6 1/2% jobless rate is akin to full employment.)

59. Robertson, W. "The Ten Highest-Ranking Women in Big Business." Fortune, Vol. 87, April 1973, pp. 81-90.

(Only ten women are active among the highest paid executives or as directors earning 30,000 dollars a year or more. At graduate schools of business and law, female enrollment has begun to accelerate dramatically.)

60. Rones, P. L. "The Retirement Decision: A Question of Opportunity?" Monthly Labor Review, Vol. 103, November 1980, pp. 14-17.

(There is much controversy over the question of how many persons now retired would prefer to be working. The current population survey (CPS) found that only 1 in 35 men, and even fewer women, would want to work.)

61. Rosenfeld, C., and Brown, S. C. "The Labor Force Status of Older Workers." Monthly Labor Review, Vol. 102, November 1979, pp. 12-18.

(If the trends of the last 20 years in the labor force participation of older men continue into the future, the proportion of retirees to workers will rise significantly.)

62. Ryscavage, P. "BLS (Bureau of Labor Statistics) Labor Force Projections." Monthly Labor Review, Vol. 102, April 1979, pp. 15-22.

(A review of methods and results; projections made between 1959 and 1976 proved very low for women, high for men.)

63. Ryscavage, Paul. "More Wives in the Labor Force Have Husbands with 'Above-Average' Incomes." Monthly Labor Review, Vol. 102, June 1979, pp. 40-42.

(Data from the Current Population Survey has revealed that 60% of the total net increase in the number of working wives occurred among women who had husbands in the upper and middle upper ranges.)

64. Sandell, S. H. "Women and the Economists of Family Migration." Review of Economics and Statistics, Vol. 59, November 1977, pp. 406-414.

(If the participation of women in the labor force continues to increase, it may have a limiting effect on the geographic mobility of the male labor force.)

65. Sawhill, I. V. "The New Home Economics." Across the Board, Vol. 14, September 1977, pp. 64-71.

(A new branch of economics has evolved to focus on the nonmarket phenomena of fertility, marriage and divorce, and the division of labor in the home and its effects on the labor-force.)

66. Schmid, G. "Productivity and Reindustrialization: A Dissenting View." Challenge, Vol. 23, January-February 1981, pp. 24-29.

(The falling productivity growth rate is a direct consequence of a revolutionary increase in the US labor force which made labor cheap relative to capital.)

67. "The Secretarial Shortage: Lessons from the Past." Personnel Journal, Vol. 59, June 1980, pp. 482-483.

(The current shortage of secretaries is staggering. By 1985 the Labor Department predicts a shortage of 250,000.)

68. Slater, C. "Statistics Reveal Three Distinct Phases in Growth of Women in Labor Force." Business America, Vol. 2, 26 March 1979, pp. 20-21.

(After 1971, one of the most dramatic areas of employment of women was the federal government. Women's share of jobs in most major industries has accelerated markedly since 1971, particularly in finance, trade, and service.)

69. Slater, C., and Carson, J. "Job Data Shows Growing, Changing Role for Women in U.S. Economy." Commerce America, Vol. 3, 19 June 1978, pp. 20-21.

(Women held 43% of professional and technical jobs in 1977, with a sizable proportion in teaching and nursing. Impressive gains were also made in managerial and administrative positions. However, most gains were in the sales and clerical fields where women workers traditionally have been concentrated.)

70. Sommers, D., and Eck, A. "Occupational Mobility in the American Labor Force." Monthly Labor Review, Vol. 100, January 1977, pp. 3-19.

(The strongest occupational attachments for women, are among professionals, transport operatives, and craftworkers.)

71. Sproat, K. "Using National Longitudinal Surveys to Track Young Workers." Monthly Labor Review, Vol. 102, October 1979, pp. 28-33.

(Data from the National Longitudinal Surveys of Labor Force Experience (NLS) can help explain some of the problems for young workers. The work histories of young women and young men are used to identify the factors involved such as childbearing, child care costs, career orientation, motivational orientation, etc.)

72. Stead, B. "Why Held Women Into Careers?" Vital Speeches of the Day, Vol. 44, 15 December 1977, pp. 157-160.

(A majority of women work because of economic need. Nine out of 10 women in school today will work outside of the home at some point in their lives. The average woman worker has a work-life expectancy of 25 years.)

73. Thayer, P. "Personnel Challenges in the Eighties." Public Personnel Management, Vol. 9, 1980, pp. 327-335.

(In both public and private sectors, there must be concern for increasing productivity and for improving the quality of work life.)

74. Werneke, D. "The Economic Slowdown and Women's Employment Opportunities." International Labour Review, Vol. 117, January-February 1978, pp. 37-52.

(The impact of the recession on women's employment in Belgium, France, Sweden, and the UK revealed that women were hit harder than men and that policy in these countries must be geared toward improving employment opportunities for women.)

75. Williamson, J. "Equal Pay for Work of Comparable Value." Working Woman, Vol. 6, January 1981, p. 10.

(This paper distinguishes the effects of Title VII from effects induced by the economic environment on narrowing the sex differential in earnings.)

76. Wilson, S.; Steinberg, D.; and Kulik, J. "Guaranteed Employment, Work Incentives, and Welfare Reform: Insight from the Work Equity Project." American Economic Review, Vol. 70, May 1980, pp. 132-137.

(Interest in national welfare reform has generated several recent income-maintenance and employment and training demonstration projects targeted at welfare recipients and low-income persons.)

77. Wool, H. "Coal Industry Resurgence Attracts Variety of New Workers." Monthly Labor Review, Vol. 104, January 1981, pp. 3-8.

(The coal industry is attracting workers who are younger and have more years of education. More women are also being employed by the coal mining industry.)

78. "Working Women Will Soon Be a Majority." Nation's Business, November 1979, p. 33.

(The higher number of working women will mean changes in US society, and a gradual restructuring of life styles. These changes will include later marriages, a higher standard of living (two incomes), a decline in the birth rate, and a more nomadic society.)

79. Young, Anne. "Trends in Educational Attainment Among Workers in the 1970's." Monthly Labor Review, Vol. 103, July 1980, pp. 44-47.

(Although women have been keeping up with men in terms of the proportion receiving a bachelor's degree, they still lag far behind in the acquisition of advanced degrees. Unemployment rates have continued in their traditional relationship to years of school completed.)

80. Zellman, G. L. "The Role of Structural Factors in Limiting Women's Institutional Participation." Journal of Social Issues, Vol. 32, Summer 1976, pp. 33-46.

(Occupational careers of women are influenced by family roles, sex segregation, nonprovision of training, and the female culture. The values beneath these institutions are undergoing substantial change which is reflected in legislation and institutions.)

## DISCRIMINATION

1. Brown, Gary. "Discrimination and Pay Disparities Between White Men and Women." Monthly Labor Review, Vol. 101, March 1978, pp. 17-22.

(Laws and current practices which make it impossible for employers or credit institutions to treat men and women equally must be abolished.)

2. Dooley, Ann. "Survey: Women Programmers Still Slighted." Computerworld, Vol. 15, 26 October 1981, pp. 11-12.

(Women programmers are paid less than men, but they experience less wage discrimination than in the workforce as a whole. Women presently constitute 19% of the labor force in computer programming.)

3. Levenson, M. "Equal Opportunity: A Scorecard." Dun's Review, Vol. 114, November 1979, pp. 106-110.

(Interviews with government experts, academics, and interest group representatives, as well as a study of the latest Labor Department and Census Bureau data, indicate that blacks and other minorities made job and pay gains from the 1960's until the 1973-75 recession. Since 1975, these gains have come to a halt, women are still ground in "women's jobs" and are not much better off than before.)

4. Simmons, Judy. "The Black Woman's Burden." Black Enterprise, Vol. 10, October 1979, pp. 57-60.

(An interview with economist Phyllis Wallace reveals that nearly half of America's black children depend for the necessities of life on the lowest paid workers in the labor force, i.e., 44% of black children live in female-headed households and the median income of such families is a mere \$5900. Wallace considers black women to be the most expendable labor source in the US.)

5. Zincone, Louis and Close, Frank. "Sex Discrimination in a Paramedical Profession." Industrial and Labor Relations Review, Vol. 32, October 1978, pp. 74-83

(Because of the recent focus on discriminatory male-female salary differentials, a study was made to investigate such income differences through use of national data for a narrowly defined occupation. The conclusion is that females receive a lower rate of reward than males. And, if females were rewarded equally, they would still earn less money.)

## PART-TIME AND UNORTHODOX HOURS

1. "The Army of the Partly Employed." Forbes, Vol. 119, 1 March 1977, p. 58.

(Part-time employees are becoming more prevalent; numbering some 16 million now. Fully 18% of the labor force. Employers experience savings in overtime, fringe benefit expenses, and can fill out schedules more easily.)

2. "A Cure for Unemployment." Business Week, No. 2609, 19 October 1979, pp. 163-165.

(More women are in the work force and there is more demand to accommodate part-time workers. Layoffs can be avoided by introducing a four-day work week.)

3. Deutermann, W., Jr., and Brown, S. C. "Voluntary Part-Time Workers: A Growing Part of the Labor Force." Monthly Labor Review, Vol. 101, June 1978, pp. 3-10.

(Since 1954, the number of voluntary part-time workers has almost tripled; the increase is concentrated among women and youth and in service-producing industries.)

4. Graham, R. "In Permanent Part-Time Work, You Can't Beat the Hours." Nation's Business, Vol. 67, January 1979, pp. 65-68.

(More than twenty percent of the labor force is employed in a part-time basis. Federal and state governments are planning programs for permanent part-time careers for women, students and senior citizens.)

5. Jones, E., and Long, J. "Part-Week Work and Women's Unemployment." Review of Economics and Statistics, Vol. 63, February 1981, pp. 70-76.

(The availability of part-week jobs seems to increase the chances of women reentering the labor force without experiencing unemployment.)

6. Leon, C., and Bednarzik, R. W. "A Profile of Women on Part-Time Schedules." Monthly Labor Review, Vol. 101, October 1978, pp. 3-12.

(The gap between hourly earnings of full-time and part-time women is increased by full-time benefits.)

7. Long, J. E., and Jones, E. B. "Married Women in Part-Time Employment." Industrial and Labor Relations Review, Vol. 34, April 1981, pp. 413-425.

(Some of the variables that influence the probability of a wife working part-time are: the husband's income, the family size, and the wife's health, race, and work experience.)

8. Nollen, S. D. "What is Happening to Flexitime, Flexitour, Gliding Time, the Variable Day? And Permanent Part-Time Employment? And the Four-Day Week?" Across the Board, Vol. 17, April 1980, pp. 6-12.

(Alternative work schedules are needed because: 1. The US labor force is experiencing a period of revolutionary change. 2. Job satisfaction is declining. 3. Traditional work schedules cause problems for a third of all workers, and their schedules interfere with family life. 4. The ideology of American industrial relations is about to change.)

9. Rudnitsky, H. "A Cushion for Business." Forbes, Vol. 123, 5 February 1979, pp. 78-80.

(The concept of the temporary personnel business is an idea whose time has come with women and retirees coming onto the labor market.)

10. Sekscenski, F., and Stamas, G. "Women's Share of Moonlighting Nearly Doubles During 1969-79/Percent Working Long Hours Shows First Post Recession Decline." Monthly Labor Review, Vol. 103, May 1980, pp. 36-42.

(By May 1979, moonlighting women numbered 1.4 million, accounting for 30%. Although the Fair Labor Standards Act (1938) mandated that premium pay of time-and-a-half wage be paid to qualifying non-supervisory workers for hours worked in excess of 40 per week, only 1/3 of the 12.9 million reported as regularly working 41 hours received premium.)

11. Sheler, Jeffrey L. "Flexible Work Hours Gather Momentum." U.S. News and World Report, 28 September 1981, pp. 76-77.

(Experts include a number of factors which contribute toward a more flexible approach to working hours--steady growth of multiple-income and dual-career families.)

12. Sum. Andrew M. "Female Labor Force Participation - Why Projections Have Been Too Low." Monthly Labor Review, Vol. 100, July 1977, pp. 18-24.

(Not only have more women entered the job market than anticipated, but also more are working a full year, rather than only 6 or 9 months.)



## UNEMPLOYMENT

1. Backman, Jules. "Working in the 1980s: Less Unemployment, Fewer Opportunities." Nation's Business, Vol. 67, March 1979, pp. 86-88.

(While unemployment will lessen in the next decade, employee unrest will probably increase because of the effects of the demographic changes in the work force.)

2. Devens, R. "Unemployment Among Recipients of Food Stamps and AFDC." Monthly Labor Review, Vol. 102, March 1979, pp. 47-52.

(Women and teenagers receiving food stamps were more likely to become reentrants in the labor force than nonrecipients.)

3. "The Economy: Is Unemployment on the Way Out?" Forbes, Vol. 121, 9 January 1978, p. 221.

(The economy is growing faster than the population, but with many women entering the labor force, there has not been a drop in unemployment.)

4. Flaim, P. "The Effect of Demographic Changes on the Nation's Unemployment Rate." Monthly Labor Review, Vol. 102, March 1979, pp. 13-23.

(Changes in definition and survey methodology over the past decade have altered the jobless rate for certain groups such as adult women; they did not exert a measurable effect on the overall rate. Additional influence will be made on the unemployment rate from social and legislative developments such as expansion of unemployment insurance and welfare programs and the increase in multiworker families.)

5. Fleisher, B., and Rhodes, G. "Unemployment and the Labor Force Participation of Married Men and Women - A Simultaneous Model." Review of Economics and Statistics, Vol. 58, November 1976, pp. 398-406.

(Policies designed to improve the quality of workers and to increase their labor market commitment will be required if local labor market behavior is to be altered over the long run.)

6. Garfinkle, S. "The Outcome of a Spell of Unemployment." Monthly Labor Review, Vol. 100, January 1977, pp. 54-57.

(Somewhat less than half of all women seeking jobs find them. It appears that the longer a person has been unemployed, the lower is the probability that he or she will leave unemployment within any given 1-month period. Thus, the probability of leaving unemployment decreases as the length of unemployment increases.)

7. Lingle, R. C., and Jones, E. B. "Women's Increasing Unemployment: A Cross-Sectional Analysis." American Economic Review, Vol. 68, May 1978, pp. 84-89.

(Cross-sectional data from the Censuses of Population of 1960 and 1970 are used to examine whether the relationship between female and male unemployment rates shifted during the decade.)

8. Miller, E. "Don't Sell That Old Sheepskin Short." Personnel, Vol. 54, July-August 1977, pp. 43-45.

(Persons holding a college degree are much less susceptible to unemployment than any other group in the labor-force. Also found was that women were as likely as men to report high satisfaction with their jobs despite the well publicized disadvantaged status of women in the workforce.)

9. Murphy, T. "Unemployment." Vital Speeches of the Day, Vol. 43, 15 March 1977, pp. 329-333.

(A method of reporting unemployment which not only tells us the extend of unemployment but also its nature and its location is needed.)

10. Rones, P., and Leon, C. "Employment and Unemployment During 1978: An Analysis." Monthly Labor Review, Vol. 102, February 1979, pp. 3-12.

(Women over the last decade, have increased their labor force participation from 41.6% to at present 58.5% of their population. Women of all ages shared in this growth.)

11. Rosenfeld, C. "Job Search of the Unemployed, May 1976." Monthly Labor Review, Vol. 100, November 1977, pp. 39-43.

(Eight out of ten women surveyed reported that they were seeking full-time jobs. A greater proportion of women than of men restricted their distance when looking for work to 10 miles or less.)

12. Sandell, S. "Job Search by Unemployed Women: Determinants of the Asking Wage." Industrial and Labor Relations Review, Vol. 33, April 1980, pp. 368-378.

(A model of the job-search behavior of unemployed women provides insight into the character of unemployment among an important segment of the female labor force. Withdrawal from the labor force is apparently not a desired alternative for many unemployed females.)

13. Vickery, C.,; Swartz, K.; and Bergmann, B. "Unemployment Rate Targets and Anti-Inflation Policy as More Women Enter the Workforce." American Economic Review, Vol. 68, May 1978, pp. 90-94.

(The fact that each successive female cohort is displaying an increased attachment to the labor force is increasing female participation. There should result a decline in the labor turnover among women on the average.)

14. "A Weak Economy, A Strong Demand for Credit/The Grim News about Unemployment." Fortune, Vol. 102, 11 August 1980, pp. 7-8.

(Women and marginal workers are staying in the labor force and not dropping out as in other recessions, and employment has been shifting in recent years to recession-resistant occupations in trade, services, and government.)

15. Wildstrom, S. H. "More Jobs Don't Mean Less Unemployment." Business Week, No. 2488, 20 June 1977, p. 29.

(Despite near-record setting numbers of jobs the unemployment rate remains high because of record numbers, especially women, entering the labor market.)

#### WORKING WOMEN

1. "Americans at Work: Opinion Roundup." Public Opinion, Vol. 4, August-September 1981, pp. 21-40.

(The changing nature of work in America, women's feelings about work, and men's and women's feelings about women's work are graphically displayed in these poll results.)

2. Andrisani, P. J., and Shapiro, M. B. "Women's Attitudes toward Their Jobs: Some Longitudinal Data on a National Sample." Personnel Psychology, Vol. 31, Spring 1978, pp. 15-34.

(Underutilization of skills increased dissatisfaction as did conflicting demands created by home and work responsibilities.)

3. Baron, A. S., and Witte, R. L. "The New Work Dynamic: Men and Women in the Work Force." Business Horizons, Vol. 23, August 1980, pp. 56-60.

(As the number of women increases and as their seniority adds up, differences seem to become less and less. The need for a more immediate relief is open and honest communication between managers of both sexes.)

4. Beller, A. "The Effect of Economic Conditions on the Success of Equal Employment Opportunity Laws: An Application to the Sex Differential in Earnings." Review of Economics and Statistics, Vol. 62, August 1980, p. 379.

(Jane Williamson, of Women's Action Alliance, gives advice on how to combat the situation.)

5. Bennett, S. M. "The Re-Entry Woman." Vital Speeches of the Day, Vol. 46, 1 June 1980, pp. 502-505.

(The woman returning to the work force after a period of absence faces a variety of problems: problems with her family, employers and society in general. Her feelings of fear and inadequacy have to be overcome.)

6. Bergmann, B. R. "The Economic Risks of Being a Housewife." American Economic Review, Vol. 71, May 1981, pp. 81-86.

(The occupation of housewife provides numerous risks. Preparation for entering the work force is minimal. Services may be terminated by divorce or lessened by children growing up. The non-cash nature of the occupation provides difficulties in capital accumulation.)

7. Biryukova, A. P. "Special Protective Legislation and Equality of Opportunity for Women Workers in the USSR." International Labour Review, Vol. 119, January-February 1980, pp. 51-65.

(The nature of Soviet protective legislation is explored as it achieves state policy.)

8. Brown, R.; Moon, M.; and Zoloth, B. "Occupational Attainment and Segregation by Sex." Industrial and Labor Relations Review, Vol. 33, July 1980, pp. 506-517.

(Results of a study indicate that personal characteristics and taste for occupation explain only part of the differences in the distribution of occupations between men and women, and that a substantial portion of the segregation in occupations can be attributed to discrimination.)

9. Brunner, N. "Blue-Collar Women." Personnel Journal, Vol. 60, April 1981, pp. 279-282.

(The shortage of well-paying, rewarding positions in traditionally female occupations has led to increased interest by women in the skilled crafts, and their numbers in these jobs are growing. Legislation requires increased female enrollment in apprentice programs in the skilled trades.)

10. Church, G. "Every Man for Himself. (Washington Tests Retreat from Affirmative Action.)" Time, Vol. 118, 7 September 1981, p. 8.

(Proposed new regulations affecting the hiring policies of companies doing business with the government, were published by the Labor Department in the Federal Register in August 1981.)

11. Cocks, Jay. "How Long Till Equality?" Time, Vol. 120, July 1982, pp. 20-29.

(After the defeat of ERA, American women are assessing their progress toward equality. Politically savvy women will step up their march and Time promises to report on their struggle.)

12. Corcoran, M. "The Structure of Female Wages." American Economic Review, Vol. 68, May 1978, pp. 165-170.

(Women's wages are influenced by work experience, job tenure, and the extent to which past work has been full time. Much of women's work experience is part time. Women's wages are not affected by the intermittency of work experience.)

13. Cunningham, M. E. "Productivity and the Corporate Culture." Vital Speeches of the Day, Vol. 47, 1 April 1981, pp. 363-367.

(Humanizing of the corporation through quality circles is a major factor in increased output. Corporate attitudes against promotion of women to important corporate positions is another.)

14. "The Dilemma of Regulating Reproductive Risks." Business Week, No. 2498, 29 August 1977, pp. 76-82.

(Much research is needed in the area of reproductive risks in the work place for both men and women, because of the large number of women in child-bearing age.)

15. "Editor to Reader: Women Managers." Personnel Journal, October 1979, p. 656.

(Women managers are still being paid less than their male counterparts. According to a Dartnell Institute of Business Research study, men in entry-level management positions average \$16,564, while women in the same positions average only \$15,907. Although middle management women average \$18,883, male middle managers average \$19,968.)

16. "The Effects of the Increased Labor Force Participation of Women on Macroeconomic Goals." American Economic Review, Vol. 68, May 1968, pp. 78-98.

(Attempts to explain why women's increasing labor force participation has resulted in higher unemployment in recent years.)

17. Erickson, R. J. "The Changing Workplace and Workforce." Training & Development Journal, Vol. 34, January 1980, pp. 62-65.

(Changed attitudes: women, blacks and age discriminations are no longer acceptable limits and job competition has resulted. Management also accepts a responsibility for attitude changes between worker and manager.)

18. Ferber, M., and Kordick, B. "Sex Differentials in the Earnings of Ph.D.s." Industrial and Labor Relations Review, Vol. 31, January 1978, pp. 227-238.

(The proposition is rejected by their own voluntary decisions. Due to discrimination, women Ph.D.s continue to be rewarded less than their male counterparts.)

19. Fineshriber, Phyllis. "Jobless Insurance Inequities Deepen as More Women Enter the Labor Force." Monthly Labor Review, Vol. 102, April 1979, pp. 44-45.

(Forty-eight percent of all women were in the labor force in 1977, up from 20% in 1900 and 29% in 1940. Women account for 41% of all workers. Questions arise as to the impact of this trend on unemployment compensation.)

20. Foster, A. "Wife's Earnings as a Factor in Family Net Worth Accumulation." Monthly Labor Review, Vol. 104, January 1981, pp. 53-57.

(There appears to be a trend toward increased labor force participation among women whose husbands are at the highest earnings levels, and this could increase the income inequality between working-wife and nonworking-wife families.)

21. Foster, M. S. "Moving Women Into 'Male' Jobs." Supervisory Management, Vol. 26, June 1981, pp. 2-9.

(Several suggestions for supervisors are given to help make the female transition more comfortable for all.)

22. Frank, Robert H. "Why Women Earn Less: The Theory and Estimation of Differential Overqualification." American Economic Review, Vol. 68, June 1978, pp. 360-373.

(The average overqualification differential between spouses in the labor market is the average fraction by which wives' earnings are reduced as a result of having followed the husbands to a particular geographic location.)

23. Gackenbach, J. I., and Auerbach, S. M. "On-the-Job Sex Discrimination." Business, Vol. 30, January-February 1980, pp. 24-30.

(Women in the labor force are still confronted with the internal barriers of low self esteem, role conflict and achievement motivation problems, as well as the external barriers, such as lack of encouragement in training for a demanding career, and sex discrimination in hiring.)

24. Gerard, K., and McCormick, M. "Who Can Save the City? 2." Across the Board, Vol. 15, April 1978, pp. 27-29.

(The working women in New York City exert an increasing influence on the city's economy. Their position in the labor force as well as their power as consumers is significant.)

25. Gomber, E. S. "Women, Work and Alcohol: A Disturbing Trend." Supervisory Management, Vol. 22, December 1977, pp. 16-20.

(With more women in the work force, the problem of the alcoholic women employee is becoming more pronounced. Suggestions on how the supervisor can deal with a woman with a drinking problem are included.)

26. Greenspan, E. "Work Begins at 35." New York Times Magazine, Vol. 129, 6 July 1980, pp. 21-23, 26-27.

(Biographical material about three working women and the institutions which give them support.)

27. Hall, F. S. "Gaining EEO Compliance with a Stable Work Force." Personnel Journal, Vol. 56, September 1977, pp. 454-457.
- (In a recessionary economy and a stablized work force a company must reform its organization in order to comply with EEO.)
28. Hall, F. S., and Hall, D. T. "Dual Careers - How Do Couples and Companies Cope with the Problems?" Organizational Dynamics, Vol. 6, Spring 1978, pp. 57-77.
- (To cope with dual career stresses, couples need flexibility, commitment to their own and partner's careers and a large time and energy investment. Company action should assist in career development.)
29. Hanley, J. W. "Voluntarism in America." Vital Speeches of the Day, Vol. 43, 1 August 1977, pp. 634-637.
- (As more and more people move to the cities, and as more minorities and women enter the labor force, the need for voluntarism in the US will grow. Business must take an active role in voluntarism.)
30. Johnson, B., and Waldman, E. "Marital and Family Patterns of the Labor Force." Monthly Labor Review, Vol. 104, October 1981, pp. 36-38.
- (The number of married women in the labor force rose by nearly 6 million during the 1970s, the largest increase in any decade in US history. About 54% of all wives with children under 18 were in the labor force in March 1980. In March 1980, 29.2 million married-couple families reported that at least 2 family members were working during the previous year.)
31. Jones, Linda R. "Child Care: Who Knows? Who Cares?" Journal of the Institute for Socioeconomic Studies, Vol. 5, Winter 1980, pp. 55-62.
- (In 1976, almost half of all American women were in the labor force. It appears that many more children than had been supposed are being left alone for at least a portion of the day.)
32. Kamerman, S. "Child Care and Family Benefits: Policies of Six Industrialized Countries." Monthly Labor Review, Vol. 103, November 1980, pp. 23-28.
- (Work and family life can no longer be viewed as separate domains because of the high labor force participation of women in their child-bearing years. For most working families in Europe, child care is provided through a preschool program within the educational system.)
33. Kirkpatrick, D. W. "Ecumenical Feminists on the Move." Christian Century, Vol. 97, 30 January 1980, pp. 107.
- (Women in church work in the United States.)
34. Kistler, A. "Companies Break the Law to Break Unions." Wharton Magazine, Vol. 3, Spring 1979, pp. 35-37.

35. Lazear, E., and Michael R. "Real Income Equivalence Among One-Earner and Two-Earner Families." American Economic Review, Vol. 70, May 1980, pp. 203-208.

(Two-earner families have about 20% more money income after tax than other comparable one-earner families, but the rough estimate of the difference in technologies in the home suggests that the average 2-earner family requires about 30% more money income to achieve the same level of standard of living as a one-earner family, for the subset of income spent on nondurable goods and services.)

36. LeGrande, L. H. "Women in Labor Organizations: Their Ranks are Increasing." Monthly Labor Review, Vol. 101, August 1978, pp. 8-14.

(Although the proportion of women in labor organizations has grown steadily between 1956-1976 and has resulted in the gain in union contracts of women's rights-such as maternity disability-the number of women in leadership positions has not advanced proportionately.)

37. Leuthold, J. H. "The Effect of Taxation on the Hours Worked by Married Women." Industrial and Labor Relations Review, Vol. 31, July 1978, pp. 520-526.

(A reduction in the marginal tax rate on married working women's income would increase their hours worked.)

38. McGouldrick, Paul. "Why Women Earn Less." Policy Review, Fall 1981, pp. 63-76.

(The true, ultimate cause of discrimination against individual women is not cultural attitudes of employers, but adverse government impacts on the work and skill motivations of the group.)

39. Matthaei, J. A. "Consequences of the Rise of the Two-Earner Family: The Breakdown of the Sexual Division of Labor." American Economic Review, Vol. 70, May 1980, pp. 198-202.

(As the basis of the traditional marriage is eroded, a new conception of marriage is emerging, the "companionate marriage." The rise of the 2-earner family represents an early stage of the breakdown of the sexual division of labor.)

40. Michman, R. D. "The Double Income Family: A New Market Target." Business Horizons, Vol. 23, August 1980, pp. 31-37.

(Today's family with a professional women in the labor force will purchase differently than their forebearers.)

41. Mooney, M. "Wives' Permanent Employment and Husbands' Hours of Work." Industrial Relations, Vol. 20, Spring 1981, pp. 205-211.

(As more women enter the job market, husbands are adjusting their work schedules. This indicates a trend toward a more leisure-oriented male work force.)



42. Nakamura, M.; Nakamura, A.; and Cullen, D. "Job Opportunities, the Offered Wage, and the Labor Supply of Married Women." American Economic Review, Vol. 69, December 1979, pp. 787-805.

(In Canada, a model is presented of the labor force behavior of married women in which both individual and family decisionmaking and macro labor market conditions are found to play important roles.)

43. "The New Pay Push for Women." Business Week, No. 2616, 17 December 1979, pp. 66-69.

(Women are having more of an effect in unions as they enter the labor force in ever greater numbers. The AFL-CIO has enforced the "Equal Pay for Comparable Work" concept and plans to put women on its executive council.)

44. Nielsen, Ruth. "Special Protective Legislation for Women in the Nordic Countries." International Labour Review, Vol. 119, January-February 1980, pp. 39-49.

(Acts prohibiting women from working at night or at strenuous occupations are considered out of date and not in step with current legislative philosophy. The main concerns of current equal employment opportunity legislative activity are sex discrimination in the employment relationship.)

45. Odiorne, G. S. "Training to be Ready for the 90's." Training and Development Journal, Vol. 34, December 1980, pp. 12-20.

(There will be a number of changes that will affect the character and direction of training efforts; among them: 1. significant upgrading of the number of women and blacks in college, 2. increasing numbers of women in business schools.)

46. Ondeck, C. M. "Discouraged Workers' Link to Jobless Rate Reaffirmed." Monthly Labor Review, Vol. 101, October 1978, pp. 40-42.

(Many people are discouraged from participating in the labor force, so they do not look for jobs. They account for 1% to 2% of the 50 million people, age 16 and over, who are not in the labor force. The ratio of discouraged women to men is 2 to 1.)

47. Polacheck, S. W. "Occupational Self-Selection: A Human Capital Approach to Sex Differences in Occupational Structure." Review of Economics and Statistics, Vol. 63, February 1981, pp. 60-69.

(The presented model is designed to shed light on the reasons most societies' women are, by and large, assigned to different occupations than men. It is hypothesized that, for females, duration of time in and out of the labor force is related to occupation.)

48. "Radcliffe to Work with Libraries in Programs about Women." Library Journal, Vol. 106, 15 April 1981, p. 842.

(A grant will fuel a project in which Schlesinger Library will work with seven public libraries on the History of Women in America.)

49. Reilly, A. M. "Big Labor's Crumbling Clout." Dun's Review, Vol. 112, October 1978, pp. 52-54, 57-58, 61.

(Union leaders are confronted with internal problems which include an increased percentage of women-members who tend to voice differing opinions.)

50. Ritchie, R. J., and Beardsley, V. D. "A Market Research Approach to Determining Local Labor Market Availability for Non-Management Jobs." Personnel Psychology, Vol. 31, Autumn 1978, pp. 449-470.

(As an alternative to affirmative action, job preferences among groups were explored. Women were less interested in nontraditional jobs than men. Groups interested in nontraditional jobs are identifiable through this study.)

51. Root, N., and Daley, J. R. "Are Women Safer Workers?" Monthly Labor Review, Vol. 103, September 1980, pp. 3-10.

(A comprehensive look at female work-related injuries and illnesses by occupation. Comparisons show that work activity, more so than sex of the worker, is a determinant.)

52. St. John, J. D. "Women and Work--An Historical Perspective." Vital Speeches of the Day, Vol. 45, 1 September 1979, pp. 691-694.

(In the history of the US, women have always worked. Furthermore, their work has been dual in nature. They have had primary responsibility for running the home, but their productivity, inside and outside the home, has been undervalued and ignored. Union women have organized now to form the Coalition of Labor Union Women, and they are urging women to expand their policy-making roles in unions.)

53. Slater, C., and Krasemen, T. W. "How the Economy Adjusted to Wave of New Jobseekers in 1964-1974." Commerce America, Vol. 2, 26 September 1977, pp. 2-3.

(The new labor-force arrived with an unforeseen acceleration in labor of women and teenagers. In the period from 1954 to 1964, both the civilian labor force and employment grew at nearly the same rates as the population of labor force age. In the following decade, population growth speeded up markedly, but the labor force rose at a considerably faster rate than the population.)

54. Stafford, F. P. "Women's Use of Time Converging with Men's." Monthly Labor Review, Vol. 103, December 1980, pp. 57-59.

(Market participation of men and women has tended toward equality, and their leisure lifestyles and other nonmarket activities have also become more equal.)

55. Tamarkin, Bob. "Is Equal Opportunity Turning into a Witch Hunt?" Forbes, Vol. 121, 29 May 1978, pp. 29-31.

(Unreasonable government actions are now causing businesses such as John Hancock Insurance and Sears to fight back. Courts say that a company's workforce should approximate what is available in the way of qualified personnel in the company's respective labor force.)

56. Taylor, D. E. "Absent Workers and Lost Work Hours, May 1978." Monthly Labor Review, Vol. 102, August 1979, pp. 49-53.

(A summary is presented of recent trends in absent workers and lost work hours for May 1978. Correlations between absence and sex included in discussion.)

57. "Teaching How to Cope with Workplace Conflicts." Business Week, No. 2624, 18 February 1980, pp. 136-139.

(Conflict seminars are proliferating at a time when there is increasing tension in the workplace caused by an influx of women and minorities into the work force.)

58. Teriet, B. "Foreign Labor Developments." Monthly Labor Review, Vol. 100, December 1977, pp. 62-65.

(The number of hours to be worked within one year is predetermined by the employer and the employee through collective bargaining. An advantage of the new approach to working time is its facilitation of women's entrance into the labor force.)

59. Thomsen, D. J. "Compensation & Benefits." Personnel Journal, Vol. 58, April 1979, pp. 217, 261.

(Employers have to comply with unions demands for statistical data on minorities and women in their labor force.)

60. Tavernier, G. "Making Managers Look at the World Outside." International Management, Vol. 34, December 1979, pp. 48-50.

(Hublein, Inc., is concerned with changing social attitudes, legislation, economic developments and population changes. In recent years, the company has noted trends in women returning to the work force.)

61. Tuthill, M. "Out of the Kitchen, Into the Workforce." Nation's Business, Vol. 69, March 1981, pp. 80-82.

(There are nearly 400 programs throughout the United States that provide counselling, workshops, skills training and job placement assistance for women.)

62. "The Upward Mobility Two Incomes Can Buy." Business Week, No. 2522, 20 February 1978, pp. 80-86.

(As more and more women enter the labor force in well paid positions, the two income family is becoming a more and more important factor in the economy. Although some couples use the second income to offset rises in the cost of living, others are beginning to buy luxury items.)

63. Weber, A. R. "Labor's Love of Unions Isn't Lost, Despite Current Set-backs." Dun's Review, October 1978, pp. 11, 52.

(During the 1980s unions will move into the Sunbelt, and add women and white collar workers as the 25-44-year-old age group increases by over 40% and the gap between expectations and career development widens.)

64. Wolfe, B. L. "How the Disabled Fare in the Labor Market." Monthly Labor Review, Vol. 103, September 1980, pp. 48-52.

(About 12-15% of the US population in the age range of 20-64 is disabled, and this figure represents about 15 million prime-age adults. Only a small portion of the disabled work full time--30% for men and 11% for women.)

65. "Women: Still Outside the Corporate Mainstream." Personnel, Vol. 54, November-December 1977, pp. 42-46.

(Explores the problems still facing women in business stereotyping, low pay, and bias against the multiple earner.)

66. Working Woman. Monthly. See current issue.

(A six year old periodical dedicated to interests, needs, and information about the six out of ten new entrants into the work force, women.)

67. Young, A. M. "School and Work Among Youth During the 1970s." Monthly Labor Review, Vol. 103, September 1980, pp. 44-47.

(Delayed marriage and childbearing are factors in the rise in labor force activity for young women.)

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